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ABSTRACT

This report summarizes survey data on part-time faculty utilization in California community colleges. Data was received from 67 of the 69 community college districts. The primary purpose of the survey was to obtain information that would be useful to community college boards and administrators in dealing with part-time faculty legislation. Tables provide data illustrating the composition of the day division instructional staff (full-time vs. part-time) by district, the composition of the evening division instructional staff (part-time vs. full-time with extra pay) by district, the sources of evening part-timers (i.e., local high schools, other colleges, non-education professions, etc.) by district, the cost increases involved in converting from part-time to pro-rata pay scales, and pro-rata cost comparisons for 30, 25, and 15 hour work weeks for selected districts. Results indicate that the statewide day faculty is comprised by 79 percent full-timers and 21 percent part-timers; the ratio of full-time to part-time day faculty varies widely--eight districts report a ratio greater than 20/1 and 31 districts report a ratio less than 5/1. (Author)

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CALIFORNIA COMMUNITY COLLEGE TRUSTEES
California School Boards Association
800 9th Street, Suite 201
Sacramento, California 95814

May 22, 1975

TO: Trustees and Superintendents

FROM: Donald M. Ross, Chairman-Elect

SUBJECT: Preliminary Report on Part-Time Faculty

This summarizes the data received from a survey of part-time faculty utilization in California Community Colleges. Data has been received from 67 of our 69 community college districts (Lake Tahoe starts instruction 1975-76). Not all data received is as complete as desired.

The primary purpose of the survey was to gain information believed to be of immediate benefit to community college boards and administrators in dealing with part-time faculty legislation. Much of the information summarized herein has been used also by the Chancellor and the Board of Governors California Community Colleges.

As implied in the headings of Table I, Table II, and Table III (on 2nd tabular sheet), the survey sought to:

1. Determine the composition of the Day Division instructional staff, i.e., full-timers vs. part-timers.

2. Determine the composition of the Evening Division, i.e., part-timers vs. full-timers from day on extra pay.

3. Determine the source of evening part-timers, i.e., local high schools, other colleges, non-ed professions and occupations and advocations, etc.

4. Estimate the added cost (a single semester) of paying Evening Division part-timers "pro-rata pay"based on the average hourly rate of full-timers (day) assuming a 30-hour campus work-week

Tables I, II, III (2 pages only) summarize the data received and lists the ratio of full-timers to part-timers (Table I) in the Day Division.

The Day full-timers (67 districts reporting) total 13,778, and the Day part-timers total 2,873. Thusly, the Day faculty consists of 79% full-timers and 21% part-timers with the state-wide ratio of full-time/part-time being 4.8. The median ratio 5.1. The ratio of full-time/part-time (and the percentage of full-timers to part-timers) in the Day vary widely. 2 districts, Allan Hancock and Kern, indicate no Day part-timers. In contrast, Long Beach, Napa, and West Valley report heavy use of Day part-timers with the full-time/part-time ratio being 1.5/1 or less. 8 districts report a ratio greater than 20/1, 31 districts report a ratio less than 5/1.

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The survey did not attempt to reach the many reasons for using part-time faculty in the Day Division. Details of the community needs, the college program, manpower availability, economics, and other factors, undoubtedly, influence the use of day part-time faculty.

Relative to the cost data, the survey concentrated on estimating the increased cost of paying Evening Division part-timers "pro-rata pay" assuming a 30-hour campus work-week for the full-time regular faculty. Many districts voiced their views on this point. Variations were proposed including 25 hours, 20 hours, 17.5 hours, and 15 hours.

Table IV shows the impact of the 15-hour vs. the 25-hour vs. the 30-hour work-week for computing pro-rata pay. The 9 districts shown were selected to give a range of part-time pay rates, a range of full-time day faculty pay rates, and a range of school sizes. Using the list of 9 districts, note how rapidly the added cost of pro-rata grows as the work-week is decreased in hours. More specifically, use of a 25-hour week instead of a 30-hour week, increases the added cost 2.2 times; a 15-hour week increases the added cost 11.7 times that for the 30-hour week.

Table III totals approximately $16,000,000 with 4 of 69 districts not reporting costs. For a school year (2 semesters) the estimated increase for going pro-rata for the Evening Division only exceeds $32,000,000, excluding fringe benefits of any type.

For a 25-hour week the $32,000,000 scales to $70,400,000 and to $374,400,000 on a 15-hour week basis, applying the multiplication factors derived from Table IV. Add to this the costs of pro-rata for summer school, possibly some Day part-time instruction, and fringe benefits. The final tally is sizable.

TABLE I

DAY AND EVENING FACULTY POPULATION

	Day Division				Evening Division		
	F-T Fac	P-T Fac	F-T / P-T Fac	Total Teaching	F-T Extra Pay	P-T From Out	Total Teachers
Allan Hancock	124	0	∞	124	18	376	394
Antelope Valley	66	3	22	69	36	89	125
Barstow	32	1	32	33	26	24	50
Butte	89	48	1.9	137	52	148	200
Cabrillo	144	38	3.8	182	42	88	130
Cerritos	224	50	4.5	274	159	290	449
Chaffey	153	9	17	162	45	186	231
Citrus	115	25	4.6	140	75	185	260
Coachella	131	20	6.6	151	13	221	292
Coast	443	49	8.8	492	157	879	1036
Compton	84	23	3.7	107	45	149	194
Contra Costa	500	9	5.6	509	317	392	709
El Camino	335	90	3.7	447	66	277	456
Foothill	191	41	4.6	232	66	352	418
Fremont	66	39	1.7	105	24	186	210
Gavilan	48	16	3	64	14	47	76
Glendale	110	13	8.5	123	50	281	331
Grossmont	214	41	5.2	255	93	185	278
Hartnell	92	20	4.6	112	40	146	186
Imperial	78	18	4.3	96	55	96	151
Kern	324	0	∞	324	157	615	887
Lassen	35	6	5.8	42	17	146	163
Long Beach	250	241	1	491	116	419	559
Los Angeles	1716	55	31.2	1771	1009	1995	3036
Los Rios	614	26	23.6	640	252	466	718
Marin							
Mendocino	21	9	2.3	30	11	82	156
Merced	113	12	9.4	125	80	190	270
Monterey	130	36	3.6	166	44	268	312
Mt. San Antonio	274	25	11	299	141	280	421
Mt. San Jacinto	42	4	10	46	0	33	71
Napa	78	51	1.5	129	18	299	317
North Orange	457	36	12.7	493	330	982	1312
Oceanside	50	2	25	52	29	132	161
Palo Verde	18	4	4.5	22	13	15	28
Palomar	191	81	2.4	272	120	200	320
Pasadena	299	32	9.3	331	152	251	403
Peralta	448	236	1.9	684	127	416	543
Rancho Santiago	190	10	19	200	72	242	314
Redwoods	90	66	1.4	156	5	184	189
Rio Hondo	200	35	5.7	200	97	301	398
Riverside	207	40	5.2	247	100	248	348
Saddleback	90	16	5.1	106	40	510	550
San Bernardino	252	49	5.1	301	120	357	487
San Diego *	391	217	1.8	600	186	486	672
San Francisco	463	163	2.8	626	127	97	214
San Joaquin	221	21	10.5	242	83	192	275
San Jose	238	27	8.8	265	101	509	610

* Excludes Adult Ed Divisions

San Luis Obispo	61	28	2.2	91	43	66	109
San Mateo	520	114	4.5	634	252	464	716
Santa Barbara	149	61	2.4	210	46	70	116
Santa Clarita	40	8	5	48	7	45	52
Santa Monica	156	99	1.6	255	42	215	257
Sequoias	137	10	13.7	147	57	140	197
Shasta	138	3	46	141	47	306	353
Sierra							
Siskiyous	39	10	3.9	49	34	129	163
Solano	116	7	16.6	128	75	164	246
Sonoma	168	53	3.2	221	77	361	438
South County	210	53	4	263	62	358	420
State Center	284	61	4.7	345	83	296	396
Sweetwater	156	24	6.5	180	67	245	337
Ventura	307	66	4.7	373	152	688	840
Victor Valley	56	8	7	64	27	39	86
West Hills	46	4	11.5	50	35	97	132
West Kern	19	3	6.3	22	14	23	37
West Valley	184	166	1.1	350	65	261	326
Yosemite	255	30	8.5	285	97	379	478
Yuba	96	12	8	108	64	227	291

TABLE II
OFF-CAMPUS SOURCES, EVENING P-T FACULTY

	K-12 Schools	Other Colleges	Non-Ed Fields	Total
Allan Hancock	196	10	170	376
Antelope Valley	38	0	51	89
Barstow	33	0	12	45
Butte	40	4	104	148
Cabrillo	12	0	76	88
Cerritos	20	65	215	290
Chaffey	35	5	146	186
Citrus	39	4	142	185
Coachella	73	0	145	221
Coast	174	43	662	879
Compton	54	9	86	149
Contra Costa	38	17	178	392
El Camino	32	9	236	277
Foothill	-	-	-	352
Fremont	32	2	67	186
Gavilan	17	16	14	47
Glendale	57	117	107	281
Grossmont	40	6	139	185
Hartnell	22	7	117	146
Imperial	40	0	56	96
Kern	130	0	430	615
Lassen	52	0	94	146
Long Beach	-	-	-	559
Los Angeles	-	-	-	1995
Los Rios	81	29	356	466
Marin	Data not received			
Mendocino	53	0	29	82
Merced	61	1	128	190
Monterey	20	11	237	268
Mt. San Antonio	55	30	195	280
Mt. San Jacinto	6	1	26	33
Napa	52	4	85	299
North Orange	313	21	648	982

TABLE III
COST INCREASE

	Cost to go Pro-rata Pay
Allan Hancock	800,000
Antelope Valley	28,276
Barstow	6,402
Butte	90,000
Cabrillo	140,000
Cerritos	156,322
Chaffey	291,089
Citrus	182,902
Coachella	74,323
Coast	858,000
Compton	5,862
Contra Costa	1,164,732
El Camino	859
Foothill	1,290,000
Fremont	3,508
Gavilan	56,376
Glendale	170,000
Grossmont	34,600
Hartnell	90,458
Imperial	31,000
Kern	450,000
Lassen	494,322
Long Beach	193,000
Los Angeles	614,879
Los Rios	45,320
Marin	
Mendocino	80,000
Merced	104,753
Monterey	74,436
Mt. San Antonio	640,800
Mt. San Jacinto	66,000
Napa	77,200
North Orange	324,447

Oceanside	28	1	103	132	44,308
Palo Verde	4	0	11	15	18,000
Palomar	28	12	115	200	4,710
Pasadena	48	33	170	251	4,258
Peralta	-	-	-	543	238,232
Rancho Santiago	147	4	91	242	4,347
Redwoods	90	7	87	184	31,694
Rio Hondo	72	33	196	301	110,395
Riverside	58	13	136	248	
Saddleback	298	35	187	510	900,000
San Bernardino	-	-	-	487	141,545
San Diego	-	-	-	486	91,210 **
San Francisco	-	-	-	97	500,000
San Joaquin	59	5	128	192	116,142
San Jose	55	37	417	509	596,300
San Luis Obispo	10	16	40	66	6,885
San Mateo	-	-	-	-	737,000
Santa Barbara	-	-	-	70	34,676
Santa Clarita	11	2	32	45	
Santa Monica	-	-	-	215	1,400,000
Sequoias	35	0	105	140	74,300
Shasta	151	0	155	306	300,000
Sierra	Data not received				
Siskiyous	46	0	47	129	60,000
Solano	44	4	75	164	66,692
Sonoma	-	-	-	361	65,805
South County	64	32	264	358	264,500
State Center	115	15	162	292	14,224
Sweetwater	32	3	210	245	245,000
Ventura	113	10	565	840	383,031
Victor Valley	6	1	32	39	33,724
West Hills	65	0	32	97	30,000
West Kern	12	0	11	23	20,436
West Valley	72	60	129	261	263,963
Yosemite	116	4	259	379	137,000
Yuba	87	2	138	227	490,000

** Includes Adult Ed Division

TABLE IV - PRO-RATA COST COMPARISONS: 30, 25, & 15 HOUR WORK WEEKS
(Using data from selected districts)

District	PT at Night	Hourly Rate ($)			
		FT (30 Hrs)	FT (25 Hrs)	FT (15 Hrs)	PT (Night)
Citrus	290	22.12	26.54	44.24	13.45
Grossmont	185	17.00	20.40	34.00	15.79
Los Rios	466	19.00	22.80	38.00	18.27
Merced	190	17.39	20.87	34.78	10.00
Monterey	268	16.49	19.79	32.98	13.10
Napa	299	15.20	18.24	30.40	10.50
Oceanside	132	15.05	18.06	30.10	11.33
San Luis Obispo	66	16.06	19.27	32.12	15.21
Sonoma	361	16.64	19.97	33.28	13.51

Table IV - PRO-RATA COST COMPARISONS: 30,25, & 15 HOUR WORK WEEKS
(Using data from selected districts)

District	Night Class Hours (Semester)	Approximate Cost Increase (Dollars Per Semester)		
		30 Hr Base	25 Hr Base	15 Hr Base
Citrus	21,096	183,000	276,000	650,000
Grossmont	28,592	34,600	132,000	521,000
Los Rios	62,082	45,300	281,000	1,225,000
Merced	14,175	105,000	154,000	3,513,000
Monterey	21,957	74,400	147,000	437,000
Napa	16,416	77,200	143,000	327,000
Oceanside	11 911	44,300	80,200	224,000
San Luis Obispo	6,885	5,900	28,000	116,400
Sonoma	21,024	65,800	136,000	416,000
	TOTALS	635,500	1,377,200	7,429,000

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